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ABSTRACT

This report provides information on the status of fiscal year 1995 faculty and civil service salaries at Illinois colleges and universities and the Illinois Mathematics and Science Academy along with trend analysis based on data beginning in 1980. The report compares salaries with economic indicators to determine how well salaries have kept pace with inflation. In addition, faculty salaries are compared with those at comparable institutions in other states to determine the competitiveness of Illinois salaries. The information excludes fringe benefits such as medical and dental insurance and employer contributions to pension plans. The report's findings include the following: (1) the average fiscal year 1995 faculty salary at a public university was $49,600, an increase of 4.4 percent over fiscal year 1994; (2) for community colleges the average faculty salary was $46,900, an increase of 3.3 percent; (3) for nonpublic colleges and universities the average faculty salary was $55,200, an increase of 3.2 percent above fiscal year 1994 salaries. Overall the report finds that 1995 salaries at public institutions have improved, both in relation to economic indicators and peer group comparisons. However, the data also show faculty salaries at Illinois public universities have historically been below the salary of peers in other states. The report also contains extensive tables and figures illustrating the data and an appendix describing data sources and analysis methods. (JB)

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Item #8
July 11, 1995

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

FISCAL YEAR 1995 FACULTY AND CIVIL SERVICE SALARIES

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STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

FISCAL YEAR 1995 FACULTY AND CIVIL SERVICE SALARIES

This report provides information on the status of fiscal year 1995 faculty and civil service salaries at Illinois colleges and universities and the Illinois Mathematics and Science Academy (IMSA) and information about those salaries beginning in fiscal year 1980. The report compares salaries with economic indicators to determine how well salaries have kept pace with inflation. In addition, faculty salaries are compared with faculty salaries at comparable institutions in other states to determine the competitiveness of Illinois salaries. Salaries for IMSA faculty are compared with teacher salaries at high school districts in the Chicago metropolitan area to determine the competitiveness of IMSA salaries.

The information in the report is limited to salaries and excludes fringe benefits such as medical and dental insurance and employer contributions to pension plans because of the lack of comparable data among institutions and among states. Further, in many states such fringe benefits for public institutions are appropriated to non-higher education state agencies and are beyond the management control of individual institutions. Unless otherwise noted, faculty salaries presented in this report are average 9-month salaries weighted by the mix of faculty among ranks (i.e., full-professor, associate professor, assistant professor, and instructor) at each campus. In addition, historic average salary data have been adjusted to reflect the fiscal year 1995 faculty mix among ranks in order to control for the effects of changing distribution of faculty members among ranks over time. Weighted average salaries for private colleges and universities are based on the 38 institutions that reported data in all years. Sources of salary data and methodologies for comparing salaries are described in the Appendix.

Fiscal year 1995 weighted average salaries and faculty mixes for public institutions reflect changes brought on by the passage of Public Act 87-1265, which provided early retirement incentives for elementary, secondary, and higher education employees between the ages of 55 and 60. The statute permitted eligible persons with at least eight, but less than 35 years of service credit to retire without a reduction in benefits. While overall participation for those eligible was low, participation rates varied among institutions. Therefore, some caution should be used in comparing current and historical weighted average faculty salaries among institutions.

Faculty Salaries

The faculties at colleges and universities are the employees responsible for carrying out the primary functions of instruction, research, and public service. Table 1 displays average faculty salaries for the three most recent fiscal years and fiscal years 1980, 1985 and 1990. The average fiscal year 1995 faculty salary at public universities was $49,600, an increase of 4.4 percent over fiscal year 1994; for community colleges the average faculty salary was $46,900, an increase of 3.3 percent; and for nonpublic colleges and universities the average faculty salary was $55,200, an increase of 3.2 percent above fiscal year 1994 salaries. From fiscal year 1994 to 1995, average faculty salaries at public universities increased at a rate greater than average faculty salaries at community colleges and private institutions. In each of the longer periods examined, average faculty salaries at community colleges and private institutions increased at rates greater than those at public universities.

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Comparisons to Economic Indicators

Table 1 also presents the Consumer Price Index (CPI), the faculty salary sub-index of the Higher Education Price Index (HEPI), and Illinois per capita income for each year as comparative measures of inflation and income. From fiscal year 1994 to fiscal year 1995, across all three sectors of Illinois higher education, the increase in average faculty salaries lagged behind the increase in Illinois per capita income. The increase in average salaries for faculty at public universities from fiscal year 1994 to fiscal year 1995 was above both the 3.0 percent increase in the CPI and the 3.4 percent increase in the faculty salary sub-index of the HEPI. Increases in the average salaries for faculty at community colleges and private institutions similarly exceeded the increase in the CPI, but each sector fell short of the increase in the HEPI.

Table 1 also shows the increase in the average faculty salaries at public universities exceeded the increase in the CPI for the period from fiscal year 1980 to fiscal year 1995, and for the period from fiscal year 1985 to fiscal year 1995. However, the public universities increase in average faculty salaries was less than the increase in the CPI for the period from fiscal year 1990 to fiscal year 1995. Furthermore, public university average faculty salaries lagged behind the faculty salary sub-index of the HEPI for the same three periods and trailed Illinois per capita income for all four periods. Increases in average faculty salaries at community colleges exceeded increases in the CPI and the HEPI for all periods except fiscal year 1994 to fiscal year 1995, but were less than increases in Illinois per capita income in every period examined. Increases in average faculty salaries at private institutions exceeded the economic indicators in all periods except the period from fiscal year 1994 to fiscal year 1995.

Comparisons Among Institutions

The average faculty salary at a campus is influenced by several factors: the scope of its mission, the mix of programs, geographic location, faculty turnover and overall length of service, and the distribution of faculty among ranks. Table 2 presents national average faculty salaries, by major discipline, for full professors, associate professors, and assistant professors at state universities and land-grant colleges and universities, and the percent changes from fiscal year 1994 to fiscal year 1995. Also shown are the fiscal year 1995 average salaries for new assistant professors and their percentage of current assistant professor salaries. These data show the variation among disciplines in average faculty salaries and the variation in starting salaries for new faculty. Salaries for faculty in law, engineering, business and management, computer and information sciences, and health sciences are higher than faculty salaries in other disciplines. Salaries for new assistant professors in agribusiness, business and management, and philosophy and religion are higher than current assistant professors in these fields. From fiscal year 1994 to fiscal year 1995, the increase in the average salaries paid to assistant professors in agribusiness, health sciences, interdisciplinary studies, and law was greater than the increase for full professors and associate professors.

To provide another perspective on the competitiveness of faculty salaries, the Board of Higher Education compares faculty salaries at Illinois campuses with salaries at similar institutions nationwide. Groups of comparison institutions were determined analytically in a Board study in 1985. Over 1,500 four-year colleges and universities were examined and categorized into 41 groups based on similarity in size, program mix, degrees conferred, financial characteristics, and faculty characteristics. A listing of all institutions in each comparison group containing an Illinois four-year institution is included in the Appendix, as is a description of the comparison methodology.

Public Universities. Illinois' twelve public universities are diverse in the array of faculty members among disciplines and rank and this diversity is reflected in the range in faculty salaries by campus as shown on Tables 3 and 4. Table 3 presents the fiscal year 1995 average faculty salaries by rank at each public university campus and Table 4 presents the all-rank average faculty salaries for each campus for the three most recent fiscal years, as well as fiscal years 1980, 1985 and 1990.

The distribution of faculty among ranks is related to both length of service and professional contribution and achievement. Table 3 shows that average salary increases as professorial rank increases from instructor to full professor. In fiscal year 1995, average salaries for associate professors statewide were 18 percent higher than those for assistant professors, and average salaries for full professors were 32 percent higher than those for associate professors. Table 3 also presents the fiscal year 1995 all-rank average salary for each campus. By campus, all-rank average salaries range from $38,100 at Eastern Illinois University to $60,000 at the University of Illinois at Urbana-Champaign.

The information presented on Table 4 highlights the changes in all-rank average salaries at public university campuses. From fiscal year 1980 to fiscal year 1995, the increase in average salaries for all public universities, except Eastern Illinois University, exceeded the increase in the CPI shown on Table 1. During that period, however, the increase in faculty salaries at every campus except the University of Illinois at Chicago and the University of Illinois at Urbana-Champaign lagged behind the increases in the faculty sub-index of HEPI. Furthermore, increases in faculty salaries at all public university campuses consistently trailed the increase in Illinois per capita income.

Table 5 displays the weighted average faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group. For example, in fiscal year 1995, Chicago State University's average faculty salary of $39,000 represented 87.1 percent of its comparison group's median salary (i.e., $44,800). The University of Illinois at Chicago's weighted average faculty salary of $55,400 represented 101.8 percent of the median salary of its comparison group (i.e., $54,400).

Figure A

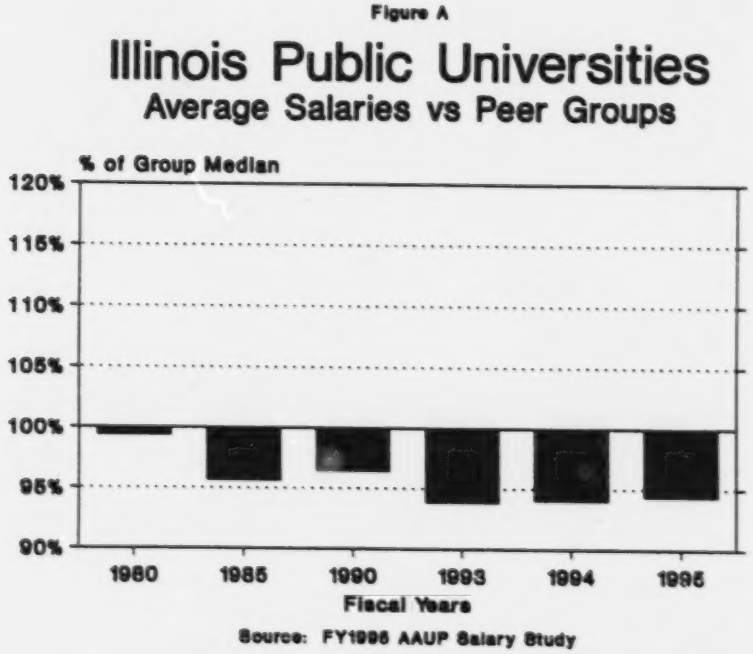


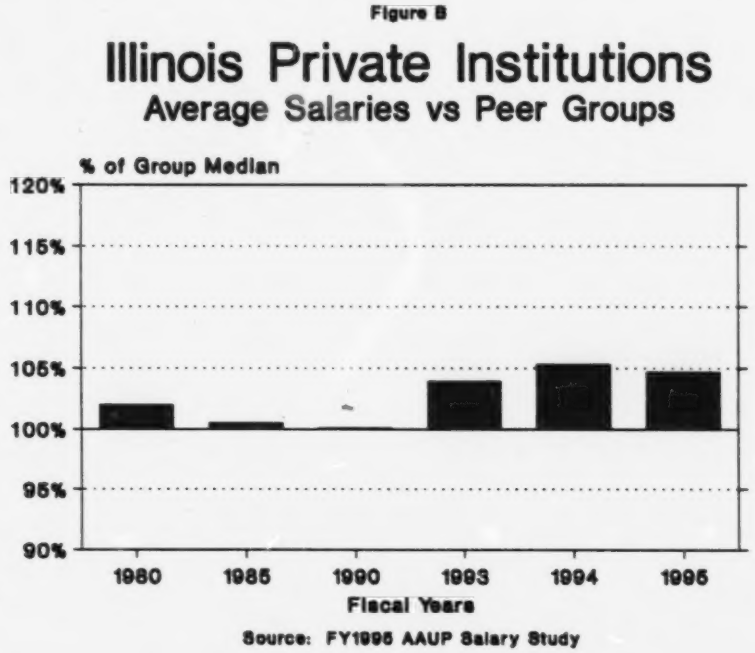
Figure A displays average faculty salaries at Illinois public universities as a percent of median salaries at comparison institutions. In fiscal year 1995, as a group, Illinois public universities showed only slight improvement, three tenths of one percent, in average salaries in relation to peer institutions, and continue to be, on average, about six percent below the average salaries paid to faculty at comparable institutions. Average faculty salaries at public universities are further below the median of their respective comparison institutions than they were in fiscal years 1980, 1985, and 1990, although slight progress was made in fiscal years 1994 and 1995. In fiscal year 1980, Illinois public

university average salaries were less than one percent below the median salaries of their comparison groups. In fiscal year 1995, the average faculty salaries at the 12 public universities were nearly six percent below the comparison group medians.

Since fiscal year 1990, nearly every public university has lost ground to comparative institutions. Only three universities, Northeastern Illinois University, Western Illinois University and the University of Illinois at Chicago, have improved their salary positions relative to peer institutions during that period. In fiscal year 1990, average salaries at half of the public universities equaled or exceeded the average salaries at peer institutions. In fiscal year 1995, salaries at only Governors State University and the University of Illinois at Chicago equaled or exceeded those paid at peer institutions.

Nonpublic colleges and universities. Table 6 displays the weighted average faculty salaries for 52 nonpublic colleges and universities for the three most recent fiscal years and fiscal years 1980, 1985, and 1990. The weighted average faculty salaries for the group are based upon the 38 institutions that reported data in each of these years. The institutions shown on Table 6 are even more diverse with respect to missions, program mix, size, fiscal conditions, and faculty make-up than are the 12 public universities and, therefore, also exhibit a greater variation in average faculty salaries. Caution should be used in comparing average faculty salaries among Illinois nonpublic institutions. Fiscal year 1995 average faculty salaries at nonpublic institutions range from $23,200 at Springfield College in Illinois, an associate degree-granting institution, to $77,100 at the University of Chicago.

Figure B



Thirty-two of the 52 nonpublic institutions shown on Table 6 also were included in the Board of Higher Education's 1985 comparison group study. Their average salaries as a percentage of their comparison group medians are shown on Table 7 and graphically in Figure B. As a group, nonpublic institutions' average faculty salaries have been equal to or exceeded their comparison group medians in each year. The fiscal year 1995 weighted average salary for these nonpublic institutions is 4.7 percent above the comparison group medians.

Community Colleges. Table 8 presents average faculty salaries by community college district. Since most community college faculties are not differentiated by rank, the average faculty salaries shown in Table 8 are not weighted by rank. The overall averages, however, are weighted by the number of full-time faculty members in each district. Average faculty salaries in fiscal year 1995 for community college districts ranged from $25,000 at John Wood Community College to $62,000 at College of Lake County.

Figure C

Because of the lack of national comparative institutional characteristics, the Board of Higher Education's 1985 comparison groups study did not include community colleges. Average community college faculty salaries, however, have been computed for institutions in selected states that also have comprehensive community college systems. These comparisons are presented in Table 9, along with the Illinois community college district weighted average salaries. Figure C displays average faculty salaries at Illinois community colleges as a percent of the median of average salaries in selected states. Figure C shows that, as a system, Illinois community college average faculty salaries exceed the median salaries of community colleges in similar states. Fiscal year 1995 Illinois average community college faculty salaries were second only to those in the California community college system and exceed the median by 18.4 percent.

Illinois Mathematics and Science Academy. Table 10 displays the average faculty salary at the IMSA for the three most recent fiscal years and fiscal year 1990. For comparative purposes, the weighted average faculty salaries for public high school districts in Cook, DuPage, Lake, McHenry, and Will counties also are presented. Table 10 shows that, on average, faculty salaries at IMSA are lower than average faculty salaries in the 46 high school districts in the five surrounding counties. For fiscal years 1993 and 1994, average faculty salaries at IMSA lost ground compared to weighted average salaries in the surrounding districts. However, for fiscal year 1995, the average salary at IMSA increased by 5.9 percent compared to a 1.6 percent decrease in the weighted average salaries of the surrounding districts. Between fiscal years 1994 and 1995, average salaries decreased in four of the five counties surrounding IMSA. This average salary decrease is due, in part, to increases in new hires as a result of the early retirement incentives made available in fiscal year 1994. According to preliminary data from the State Board of Education, between 8,000 and 12,000 new teachers were

hired statewide in fiscal year 1995. In the 46 high school districts examined, teacher counts increased by 162 teachers over fiscal year 1994 levels, but the average years of experience for teachers in these districts declined by an average of 1.8 years.

Civil Service Salaries

In addition to the primary functions of instruction, research, and public service, the productivity of every college and university is dependent upon effective and efficient support functions. Many of these support functions are carried out by civil service employees. Average salaries for the three most recent fiscal years and fiscal years 1985 and 1990 for civil service employees at public universities and at state higher education agencies are presented on Table 11. In fiscal year 1995, the average salary for all civil service employees was $26,678 representing an increase of 3.3 percent over fiscal year 1994. This increase was above the increase in the CPI, but was less that the increase in Illinois per capita income. The increase in civil service average salaries since fiscal year 1985 was 54.0 percent, and since fiscal year 1990, was 17.3 percent. During both periods shown, the increase in average civil service salaries trailed the increase in Illinois per capita income. Since fiscal year 1985, average civil service salaries increased at a rate less than the increase in public university average faculty salaries but, since fiscal year 1990, have exceeded the increase in public university faculty salaries.

Table 12 presents university civil service personnel weighted average salaries by occupational category for the same period. Table 12 shows the diversity in salaries by occupational category. Average salaries for civil service employees classified as crafts, trades, or construction employees averaged $42,062 in fiscal year 1995 compared with $19,588 for civil service employees classified as clerical. Average salaries for civil service employees classified in the medical or health services occupational category have shown the largest percentage increase, increasing 65.9 percent between fiscal years 1985 and 1995 and 20.6 percent between fiscal years 1990 and 1995.

Conclusions

Providing competitive faculty and staff compensation is a policy priority of the Illinois Board of Higher Education and a primary objective of state and campus Priorities, Quality, and Productivity (P•Q•P) initiatives. Improving the productivity of higher education institutions and agencies and providing adequate and competitive compensation for Illinois higher education employees must be central components of any plan to enhance the quality of higher education, and must continue to be a high priority. Data presented in this report show that fiscal year 1995 faculty and staff salaries at public institutions have improved, both in relation to economic indicators and peer group comparisons. However, the data also show faculty salaries at Illinois public universities have historically been below their peers, and progress must continue in order to erase the gap.

Fiscal year 1996 state appropriations include funds for an average 3.3 percent salary increase for higher education institutions and agencies. These resources should assist public institutions and agencies in providing salary increases at approximately the rate of inflation. Increases in state appropriations however, will not be sufficient to address the salary deficiencies outlined in this report. As demands for state services other than education and retirement system requirements continue to grow, new state resources for salary improvements will be limited. Efforts to improve student affordability by keeping tuition increases moderate will limit tuition as a source of revenue for salary increases. Recent growth in state appropriations for higher education combined with institutional reinvestments have allowed Illinois colleges and universities to make modest gains in faculty and staff salaries. Continued improvement in faculty and staff salaries must come from focusing on campus priorities and prudently allocating resources to those programs that are the campuses' highest priorities.

Table 1

ECONOMIC INDICES, ILLINOIS PER CAPITA INCOME, AND WEIGHTED AVERAGE ILLINOIS FACULTY SALARIES
FISCAL YEARS 1980 TO 1995

Fiscal Year	U.S. Indices (FY1983 = 100) Consumer Price Index	U.S. Indices (FY1983 = 100) H.E.P.I. Faculty Subindex	Illinois Per Capita Income	Weighted Average Faculty Salaries[1] Public Universities	Weighted Average Faculty Salaries[1] Nonpublic Institutions[2]	Weighted Average Faculty Salaries[1] Community Colleges
1980	79.1	79.8	$ 10,477	$ 23,400	$ 22,800	$ 20,300
1985	107.7	111.6	14,689	31,800	32,400	29,100
1990	129.4	147.7	19,615	42,800	43,700	37,800
1993	145.2	165.2	22,178	46,200	51,600	43,700
1994	148.8	170.1	23,183	47,500	53,500	45,400
1995	153.3 [3]	175.9 [4]	24,402 [5]	49,600	55,200	46,900
Percent Increases						
FY1980 to FY1995	93.8 %	120.4 %	132.9 %	112.0 %	142.1 %	131.0 %
FY1985 to FY1995	42.3	57.6	66.1	56.0	70.4	61.2
FY1990 to FY1995	18.4	19.1	24.4	15.9	26.3	24.1
FY1994 to FY1995	3.0	3.4	5.3	4.4	3.2	3.3

[1] The fiscal year 1995 faculty distribution among ranks was used to determine weighted averages for all years.
[2] Based on 38 institutions that reported in all years.
[3] Projected.
[4] Based on average increase in national academic salaries as reported by the American Association of University Professors.
[5] Estimate based on forecasted percent increases published by the Illinois Department of Commerce and Community Affairs.

Sources: Illinois Department of Commerce and Community Affairs, U.S. Department of Labor, Research Associates of Washington D.C., Inc., and the American Association of University Professors

Table 2

AVERAGE SALARIES FOR UPPER THREE RANKS IN MAJOR FIELDS
FISCAL YEAR 1995 AND PERCENT CHANGE FROM FISCAL YEAR 1994 TO FISCAL YEAR 1995

	FY1994 Salaries			FY1995 Salaries					Percent Change FY1994 to FY1995		
	Professor	Associate Professor	Assistant Professor	Professor	Associate Professor	Assistant Professor	New Assistant Professor	New Assist. as percent of Assistant	Professor	Associate Professor	Assistant Professor
AgriBusiness	$ 59,178	$ 45,028	$ 38,081	$ 62,277	$ 47,028	$ 40,149	$ 40,538	101.0 %	5.2 %	4.4 %	5.4 %
Architecture	59,322	45,187	36,547	62,403	46,528	37,892	36,129	95.3	5.2	3.0	3.7
Business & Management	77,535	61,140	57,573	82,175	63,627	59,242	59,397	100.3	6.0	4.1	2.9
Communications	58,933	43,853	36,246	61,323	45,324	37,512	36,682	97.8	4.1	3.4	3.5
Computer & Information	75,964	57,039	49,242	79,070	59,290	50,838	49,922	98.2	4.1	3.9	3.2
Education	56,605	43,388	35,287	60,011	45,226	36,982	35,969	97.3	6.0	4.2	4.8
Engineering	77,985	55,155	47,753	77,793	57,238	49,488	46,872	94.7	(0.2)	3.8	3.6
Foreign Languages	57,344	41,410	33,767	60,373	43,010	35,095	33,457	95.3	5.3	3.9	3.9
Health Sciences	77,913	57,149	49,814	80,808	59,250	52,004	50,131	96.4	3.7	3.7	4.4
Home Economics	57,157	43,797	35,956	60,579	45,733	37,739	36,355	96.3	6.0	4.4	5.0
Interdisciplinary Studies	61,808	42,194	32,657	65,262	45,926	36,437	33,902	93.0	5.6	8.8	11.6
Law	89,777	64,103	59,217	93,772	67,259	62,515	61,584	98.5	4.4	4.9	5.6
Letters	56,744	41,063	33,665	60,594	42,721	35,380	33,406	94.4	6.8	4.0	5.1
Library Science	61,827	43,352	35,795	63,975	47,335	38,431	35,548	92.5	3.5	9.2	7.4
Mathematics	63,776	45,510	38,604	67,109	47,143	40,249	38,577	95.8	5.2	3.6	4.3
Performing Arts	52,459	39,635	32,052	55,131	41,291	33,450	32,388	96.8	5.1	4.2	4.4
Philosophy & Religion	58,424	41,259	35,506	60,957	42,684	34,642	34,893	100.7	4.3	3.5	(2.4)
Physical Science	65,914	45,746	39,361	69,504	47,407	41,157	39,171	95.2	5.4	3.6	4.6
Psychology	62,567	43,401	36,589	65,664	45,322	37,904	37,592	99.2	4.9	4.4	3.6
Public Affairs	62,435	45,199	37,192	65,380	48,144	38,582	37,008	95.9	4.7	6.5	3.7
Social Sciences	62,351	43,842	36,603	65,974	45,993	38,290	37,083	96.8	5.8	4.9	4.6
All Major Fields	$ 65,186	$ 47,709	$ 41,367	$ 68,725	$ 49,644	$ 42,925	$ 41,187	96.0 %	5.4 %	4.1 %	3.8 %

Note: Faculty salaries by discipline for institutions belonging to the National Association of State Universities and Land-Grant Colleges.

Source: Office of Institutional Research, Oklahoma State University.

Table 3

ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 1995 WEIGHTED AVERAGE FACULTY SALARIES BY RANK

	Professors	Associate Professors	Assistant Professors	Instructors	All Ranks
Board of Governors					
Chicago State University	$45,900	$37,700	$32,400	$25,400	$39,000
Eastern Illinois University	47,000	39,400	33,300	22,600	38,100
Governors State University	—	—	—	—	45,800
Northeastern Illinois University	50,100	41,100	37,200	—	44,200
Western Illinois University	52,200	43,900	35,800	25,100	43,500
Board of Regents					
Illinois State University	57,300	45,000	38,600	—	47,900
Northern Illinois University	60,600	46,100	38,500	22,500	46,200
Sangamon State University	53,000	45,800	39,600	—	46,300
Southern Illinois University					
Carbondale	58,300	44,400	36,600	24,900	45,100
Edwardsville	54,600	46,000	40,200	30,000	46,900
University of Illinois					
Chicago	69,400	50,500	43,400	35,300	55,400
Urbana–Champaign	71,800	51,200	44,300	—	60,000
Weighted Average for All Public Universities	$61,600	$46,600	$39,400	$24,900	$49,600

Source: American Association of University Professors

Table 4

ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS

(in thousands of dollars)	FY1980	FY1985	FY1990	FY1993	FY1994	FY1995	Percent Increases FY1980 to FY1995	FY1985 to FY1995	FY1990 to FY1995
Board of Governors									
Chicago State University	$ 20.1	$ 25.6	$ 34.2	$ 35.8	$ 36.8	$ 39.0	94.0 %	52.3 %	14.0 %
Eastern Illinois University	20.3	25.7	34.4	37.2	37.7	38.1	87.7	48.2	10.8
Governors State University	21.7	29.6	38.8	41.8	42.4	45.8	111.1	54.7	18.0
Northeastern Illinois University	21.5	27.4	36.5	40.2	41.0	44.2	105.6	61.3	21.1
Western Illinois University	21.0	27.5	36.6	39.9	42.2	43.5	107.1	58.2	18.9
Board of Regents									
Illinois State University	22.5	29.8	41.3	43.8	46.1	47.9	112.9	60.7	16.0
Northern Illinois University	22.1	29.6	39.9	42.6	44.2	46.2	109.0	56.1	15.8
Sangamon State University	22.7	30.2	38.9	41.3	43.8	46.3	104.0	53.3	19.0
Southern Illinois University									
Carbondale	22.1	29.1	39.8	42.6	44.1	45.1	104.1	55.0	13.3
Edwardsville	22.3	29.5	41.1	43.5	45.4	46.9	110.3	59.0	14.1
University of Illinois									
Chicago	24.7	35.0	46.8	51.4	52.3	55.4	124.3	58.3	18.4
Urbana-Champaign	27.1	39.1	52.0	56.3	57.2	60.0	121.4	53.5	15.4
Weighted Average	$ 23.4	$ 31.8	$ 42.8	$ 46.2	$ 47.5	$ 49.6	112.0 %	56.0 %	15.9 %

Note: The fiscal year 1995 faculty distribution among ranks was used to determine weighted averages for all years.

Source: American Association of University Professors

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Table 5

ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

	FY1980	FY1985	FY1990	FY1993	FY1994	FY1995
Board of Governors						
Chicago State University	93.5 %	87.4 %	90.7 %	85.6 %	85.6 %	87.1 %
Eastern Illinois University	97.1	86.2	87.1	86.3	84.7	82.6
Governors State University	110.7	105.0	108.4	100.5	100.0	100.2
Northeastern Illinois University	97.3	91.0	94.3	93.5	92.6	95.9
Western Illinois University	97.7	89.6	89.9	89.7	91.9	91.4
Board of Regents						
Illinois State University	98.7	94.0	98.1	93.8	96.6	96.4
Northern Illinois University	100.5	99.3	101.3	96.4	96.3	97.7
Sangamon State University	109.7	103.4	103.2	94.8	100.2	99.6
Southern Illinois University						
Carbondale	100.5	97.3	100.3	95.7	95.5	94.7
Edwardsville	102.8	95.8	100.2	97.3	98.3	97.9
University of Illinois						
Chicago	99.6	100.6	100.6	102.4	100.6	101.8
Urbana – Champaign	98.2	96.3	92.7	90.2	90.5	90.8
Weighted Average	99.4 %	95.7 %	96.5 %	93.9 %	94.1 %	94.4 %

Note: The fiscal year 1995 faculty distribution among ranks was used to determine weighted averages for all years.

Source: American Association of University Professors and Board of Higher Education

Table 6

ILLINOIS NONPUBLIC COLLEGES AND UNIVERSITIES
ALL RANK[1] WEIGHTED AVERAGE FACULTY SALARIES

(in thousands of dollars)	FY1980	FY1985	FY1990	FY1993	FY1994	FY1995	Percent Increases FY1980 to FY1995	FY1985 to FY1995	FY1990 to FY1995
Augustana College	$20.4	$30.0	$36.9	$41.9	$42.5	$43.0	110.8 %	43.3 %	16.5 %
Aurora University	15.6	24.3	33.8	35.0	36.8	39.0	150.0	60.5	15.4
Barat College	16.7	16.4	No Report	37.4	40.3	42.1	152.1	156.7	—
Blackburn College	No Report	23.2	No Report	30.6	30.8	32.0	—	37.9	—
Bradley University	20.2	27.9	36.7	43.1	44.1	45.6	125.7	63.4	24.3
College of St. Francis	17.1	No Report	No Report	39.0	39.3	40.7	138.0	—	—
Concordia University	17.3	23.2	28.0	32.2	35.0	36.5	111.0	57.3	30.4
DePaul University	22.5	30.7	43.0	51.0	52.5	54.1	140.4	76.2	25.8
Elmhurst College	19.6	26.3	34.0	39.5	41.1	42.1	114.8	60.1	23.8
Eureka College	15.3	19.3	27.8	32.5	34.7	36.0	135.3	86.5	29.5
Garrett–Evangelical Theological Seminary	24.7	29.6	43.1	50.9	49.3	50.2	103.2	69.6	16.5
Illinois Benedictine College	18.8	27.7	35.4	39.9	41.5	43.2	129.8	56.0	22.0
Illinois College	18.1	25.8	33.1	40.8	42.9	44.2	144.2	71.3	33.5
Illinois Institute of Technology	23.9	35.0	45.9	50.7	53.0	54.2	126.8	54.9	18.1
Illinois Wesleyan University	18.7	25.9	33.5	42.7	44.2	44.6	138.5	72.2	33.1
Judson College	14.8	22.4	31.2	33.6	35.4	37.7	154.7	68.3	20.8
Kendall College	No Report	15.2	No Report	29.3	35.7	34.8	—	128.9	—
Knox College	20.6	27.6	36.5	41.7	43.4	45.3	119.9	64.1	24.1
Lake Forest College	21.7	31.2	43.7	49.7	51.7	52.1	140.1	67.0	19.2
Lewis University	17.5	21.4	29.7	34.0	35.4	36.7	109.7	71.5	23.6
Lincoln Christian College	14.6	18.3	No Report	33.3	32.0	35.2	141.1	92.3	—
Lincoln College	12.4	19.7	28.6	32.1	33.4	34.9	181.5	77.2	22.0
Loyola University of Chicago	23.0	34.1	45.4	54.5	57.6	58.5	154.3	71.6	28.9
Lutheran School of Theology at Chicago	20.3	32.5	39.6	45.0	46.3	46.7	130.0	43.7	17.9
MacCormac Junior College	No Report	No Report	22.3	24.6	25.6	26.9	—	—	20.6
MacMurray College	15.8	20.9	21.5	25.3	26.0	25.9	63.9	23.9	20.5
McCormick Theological Seminary	28.1	30.7	No Report	43.3	45.0	44.4	58.0	44.6	—
McKendree College	16.3	24.6	32.3	35.8	39.1	39.7	143.6	61.4	22.9
Mennonite College of Nursing	No Report	No Report	23.4	31.2	32.1	33.4	—	—	42.7
Millikin University	18.6	27.4	35.3	39.4	39.0	40.5	117.7	47.8	14.7
Monmouth College	18.7	26.9	33.6	37.1	38.3	39.3	110.2	46.1	17.0
Morrison Institute of Technology	No Report	15.9	No Report	29.2	29.3	28.9	—	81.8	—
National–Louis University	No Report	No Report	31.0	34.8	36.2	38.0	—	—	22.6
North Central College	19.2	27.7	35.5	40.6	40.4	43.0	124.0	55.2	21.1
North Park College	No Report	25.8	31.0	34.7	36.2	38.5	—	49.2	24.2
Northwestern University	28.3	41.1	57.7	68.6	71.4	74.3	162.5	80.8	28.8
Olivet Nazarene University	15.7	21.1	26.0	29.3	32.0	33.1	110.8	56.9	27.3

Table 6 (continued)

ILLINOIS NONPUBLIC COLLEGES AND UNIVERSITIES
ALL RANK[1] WEIGHTED AVERAGE FACULTY SALARIES

(in thousands of dollars)	FY1980	FY1985	FY1990	FY1993	FY1994	FY1995	Percent Increases FY1980 to FY1995	Percent Increases FY1985 to FY1995	Percent Increases FY1990 to FY1995
Parks College of Saint Louis University	$17.9	$24.5	$34.3	$49.8	$51.1	$51.1	185.5 %	108.6 %	49.0 %
Principia College	19.6	26.9	36.4	40.2	40.0	43.3	120.9	61.0	19.0
Quincy University	17.9	24.0	29.1	33.6	34.8	36.2	102.2	50.8	24.4
Rockford College	18.7	25.7	27.8	32.3	35.3	36.5	95.2	42.0	31.3
Roosevelt University	19.3	25.6	35.1	38.9	41.8	43.2	123.8	68.8	23.1
Rosary College	16.6	24.4	31.6	38.3	38.9	40.8	145.8	67.2	29.1
Saint Augustine College	No Report	No Report	19.1	23.6	24.2	24.4	—	—	27.7
Saint Xavier University	18.3	25.6	30.9	40.6	44.7	44.4	142.6	73.4	43.7
School of the Art Institute of Chicago	20.0	27.0	No Report	36.0	40.8	34.3	71.5	27.0	—
Springfield College in Illinois	No Report	17.8	19.3	23.2	22.3	23.2	—	30.3	20.2
Trinity Christian College	18.8	26.0	32.0	37.7	38.0	39.8	111.7	53.1	24.4
Trinity College	16.3	20.8	28.1	30.6	31.5	34.4	111.0	65.4	22.4
Trinity Evangelical Divinity School	21.8	21.3	37.4	43.0	44.3	46.6	113.8	118.8	24.6
University of Chicago	29.3	44.1	60.1	72.4	74.3	77.1	163.1	74.8	28.3
Wheaton College	19.8	27.5	37.5	44.0	45.1	46.8	136.4	70.2	24.8
Weighted Average[2]	$22.8	$32.4	$43.7	$51.6	$53.5	$55.2	142.1 %	70.4 %	26.3 %

[1] The fiscal year 1995 faculty distribution among ranks was used to determine weighted averages for all years.
[2] Based on the 38 institutions that reported in all years.

Source: American Association of University Professors

Table 7

ILLINOIS NONPUBLIC COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

	FY1980	FY1985	FY1990	FY1993	FY1994	FY1995
Augustana College	110.3 %	114.5 %	108.2 %	107.4 %	106.3 %	104.4 %
Aurora College	85.7	93.8	100.6	90.9	90.9	94.4
Barat College	97.1	70.4	No Report	105.1	109.2	109.9
Blackburn College	No Report	96.3	No Report	85.0	82.6	82.5
Bradley University	103.6	101.5	103.4	108.8	108.9	109.6
College of St. Francis	92.9	No Report	No Report	101.0	99.2	99.5
Concordia University	86.9	84.1	80.7	85.6	87.7	88.6
DePaul University	109.8	105.5	111.1	120.6	120.1	119.7
Elmhurst College	105.9	100.4	100.6	101.5	103.0	102.7
Eureka College	98.7	96.0	106.1	107.6	109.5	108.8
Illinois Benedictine College	90.0	92.0	89.2	88.3	87.9	88.5
Illinois College	104.0	106.6	104.1	112.4	114.1	113.0
Illinois Institute of Technology	100.0	98.9	97.5	96.9	97.8	96.4
Illinois Wesleyan University	110.7	110.2	109.5	122.3	122.1	118.6
Knox College	97.2	88.7	86.5	85.8	86.6	87.8
Lake Forest College	102.3	100.3	102.8	101.8	102.6	100.6
Lewis University	96.7	83.9	90.0	89.9	88.7	90.8
Loyola University of Chicago	102.2	101.5	98.5	100.4	103.0	100.3
MacMurray College	105.3	100.0	78.5	80.6	78.8	76.0
Millikin University	99.5	103.4	102.6	100.5	97.0	97.6
Monmouth College	102.7	106.7	102.1	98.4	98.2	96.8
National–Louis University	No Report	No Report	93.7	90.9	93.3	93.6
North Central College	109.7	115.2	113.2	112.2	107.7	110.5
North Park College	No Report	87.2	78.1	76.9	77.0	79.4
Northwestern University	101.4	100.0	101.6	108.5	111.7	111.1
Principia College	112.6	110.7	110.3	106.9	106.4	106.9
Rockford College	102.2	103.6	89.4	86.4	90.1	90.3
Roosevelt University	92.8	88.0	93.4	88.4	95.7	92.7
Rosary College	85.1	91.9	88.8	93.2	93.7	93.2
Saint Xavier College	105.1	108.4	102.6	113.9	119.4	114.4
University of Chicago	103.9	106.3	104.9	113.3	114.7	113.7
Wheaton College	91.7	83.2	83.3	87.5	87.4	87.3
Weighted Average[1]	102.0 %	100.5 %	100.1 %	103.9 %	105.3 %	104.7 %

[1] The fiscal year 1995 faculty distribution among ranks was used to determine weighted averages for all years.

Source: American Association of University Professors

Table 8

ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT

(in thousands of dollars)

	FY1980	FY1985	FY1990	FY1993	FY1994	FY1995	Percent Increase FY1980 to FY1995	Percent Increase FY1985 to FY1995	Percent Increase FY1990 to FY1995
Belleville Area Community College	$22.1	$32.0	$40.6	$44.4	$46.1	$47.2	113.6 %	47.5 %	16.3 %
Black Hawk College	19.1	N/R	32.1	39.3	40.3	42.5	122.5	—	32.4
Carl Sandburg College	17.3	23.6	29.8	33.2	34.5	36.1	108.7	53.0	21.1
City Colleges of Chicago (All)	22.0	31.7	43.1	50.0	51.5	53.0	140.9	67.2	23.0
College of DuPage	24.2	32.7	N/R	N/R	49.5	50.9	110.3	55.7	—
College of Lake County	21.6	29.4	47.2	57.7	59.4	62.0	187.0	110.9	31.4
Danville Area Community College	18.7	24.9	29.1	31.3	33.4	34.0	81.8	36.5	16.8
Elgin Community College	20.5	N/R	35.1	49.8	52.7	54.8	167.3	—	56.1
Heartland Community College	—	—	—	28.1	28.3	29.6	—	—	—
Highland Community College	18.5	25.5	29.5	37.5	40.7	42.1	127.6	65.1	42.7
Illinois Central College	19.8	27.9	34.6	39.7	40.4	41.9	111.6	50.2	21.1
Illinois Eastern Community Colleges (All)	14.4	21.5	25.3	30.1	31.1	32.0	122.2	48.8	26.5
Illinois Valley Community College	19.7	27.0	34.0	37.7	39.0	40.3	104.6	49.3	18.5
John A. Logan College	17.9	28.8	32.9	38.7	40.3	41.2	130.2	43.1	25.2
John Wood Community College	11.2	18.2	22.2	24.6	25.7	25.0	123.2	37.4	12.6
Joliet Junior College	21.0	30.6	40.4	44.8	47.1	48.7	131.9	59.2	20.5
Kankakee Community College	15.9	22.4	30.6	35.7	38.2	40.8	156.6	82.1	33.3
Kaskaskia College	17.6	22.0	31.4	36.9	38.9	40.1	127.8	82.3	27.7
Kishwaukee College	15.5	22.7	30.5	33.0	34.6	35.7	130.3	57.3	17.0
Lake Land College	17.5	23.1	29.7	33.1	34.9	36.8	110.3	59.3	23.9
Lewis and Clark Community College	15.6	25.4	34.9	41.2	42.8	43.4	178.2	70.9	24.4
Lincoln Land Community College	21.4	28.4	37.4	44.0	44.4	45.9	114.5	61.6	22.7
McHenry County College	18.9	25.7	35.4	39.7	40.8	42.7	125.9	66.1	20.6
Moraine Valley Community College	18.8	26.3	37.7	44.1	45.9	46.9	149.5	78.3	24.4
Morton College	21.4	28.0	40.4	47.3	48.7	50.3	135.0	79.6	24.5
Oakton Community College	20.3	31.1	45.1	52.5	54.6	57.2	181.8	83.9	26.8
Parkland College	18.7	28.3	36.6	41.5	43.1	44.8	139.6	58.3	22.4
Prairie State College	21.3	29.3	35.7	41.2	42.5	43.5	104.2	48.5	21.8
Rend Lake College	18.5	23.4	31.1	35.9	37.4	38.0	105.4	62.4	22.2
Richland Community College	16.8	24.4	31.6	36.9	37.7	39.3	133.9	61.1	24.4

Table 8 (continued)

ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT

(in thousands of dollars)	FY1980	FY1985	FY1990	FY1993	FY1994	FY1995	Percent Increase FY1980 to FY1995	Percent Increase FY1985 to FY1995	Percent Increase FY1990 to FY1995
Rock Valley College	$18.9	$25.9	$35.8	$41.2	$42.2	$43.7	131.2 %	68.7 %	22.1 %
Sauk Valley Community College	17.5	23.9	30.9	35.3	36.4	37.4	113.7	56.5	21.0
Shawnee College	15.5	19.4	28.5	32.5	33.2	34.2	120.6	76.3	20.0
Southeastern Illinois College	16.4	21.4	30.8	32.4	32.5	36.6	123.2	71.0	18.8
South Suburban College	22.0	31.5	39.1	46.7	48.0	47.2	114.5	49.8	20.7
Spoon River College	18.9	26.0	30.2	33.3	35.3	37.5	98.4	44.2	24.2
State Community College	15.4	20.5	N/R	N/R	34.2	34.0	120.8	65.9	—
Triton College	22.6	30.0	41.7	N/R	51.9	54.5	141.2	81.7	30.7
Waubonsee Community College	18.7	28.2	36.2	40.3	41.9	43.7	133.7	55.0	20.7
William Rainey Harper College	22.5	33.7	44.3	51.8	54.6	57.1	153.8	69.4	28.9
Weighted Average	$20.3	$29.1	$37.8	$43.7	$45.4	$46.9	131.0 %	61.2 %	24.1 %

N/R = No Report

Source: Illinois Community College Board

Table 9

ILLINOIS COMMUNITY COLLEGES
WEIGHTED AVERAGE FACULTY SALARIES COMPARED TO AVERAGE SALARIES IN SELECTED STATES

(in thousands of dollars)

State	FY1980	FY1985	FY1990	FY1993	FY1994	FY1995	Percent Increase FY1980 to FY1995	Percent Increase FY1985 to FY1995	Percent Increase FY1990 to FY1995
Weighted Average Salaries									
Illinois	$20.3	$29.1	$37.8	$43.7	$45.4	$46.9	131.0 %	61.2 %	24.1 %
Average Salaries									
California	24.8	32.9	44.2	49.0	49.7	51.9	109.3	57.8	17.4
Florida	17.4	23.6	32.9	34.2	36.3	37.3	114.4	58.1	13.4
Iowa	16.3	21.3	28.2	32.2	33.7	35.6	118.4	67.1	26.2
Maryland	20.2	27.1	36.3	39.8	41.1	42.6	110.9	57.2	17.4
Massachusetts	18.5	24.4	36.0	35.4	40.8	39.6	114.1	62.3	10.0
Michigan	19.6	28.1	39.3	41.7	43.0	45.8	133.7	63.0	16.5
Minnesota	18.5	28.5	37.8	42.3	42.4	43.8	136.8	53.7	15.9
Missouri	20.3	23.1	29.8	33.2	33.8	35.0	72.4	51.5	17.4
New York	20.0	27.8	36.7	41.9	43.0	45.6	128.0	64.0	24.3
Ohio	17.1	24.9	33.3	37.1	38.2	39.4	130.4	58.2	18.3
Pennsylvania	18.4	25.7	34.4	40.0	42.6	42.4	130.4	65.0	23.3
Texas	17.8	28.0	32.0	33.9	35.8	35.3	98.3	26.1	10.3
Washington	21.3	26.2	30.3	35.8	37.5	37.1	74.2	41.6	22.4
Median	$18.5	$26.2	$34.4	$37.1	$40.8	$39.6	114.1 %	51.1 %	15.1 %
Illinois Average As A Percent Of Other States' Median	109.7 %	111.1 %	109.9 %	117.8 %	111.3 %	118.4 %			

Sources: American Association of University Professors and Illinois Community College Board

Table 10

ILLINOIS MATHEMATICS AND SCIENCE ACADEMY
AND HIGH SCHOOL DISTRICTS IN THE CHICAGO METROPOLITAN AREA
AVERAGE TEACHER SALARIES

	FY1990	FY1993	FY1994	FY1995	Percent Increase FY1990 To FY1995	Percent Increase FY1994 To FY1995
Illinois Mathematics and Science Academy	$38,838	$46,300	$47,160	$49,923	28.5 %	5.9 %
High School Districts In:						
Cook County	46,836	56,364	59,781	58,630	25.2	(1.9)
DuPage County	46,691	59,221	61,729	60,826	30.3	(1.5)
Lake County	41,802	51,175	54,315	54,456	30.3	0.3
McHenry County	39,512	49,579	51,344	50,780	28.5	(1.1)
Will County	37,941	46,298	48,493	47,438	25.0	(2.2)
Weighted Average Salary	$45,499	$55,330	$58,213	$57,292	25.9 %	(1.6)%
Illinois Mathematics and Science Academy as Percent of High School Districts' Weighted Average	85.4 %	83.7 %	81.0 %	87.1 %		

Note: Preliminary fiscal year 1995 salary data for public school teachers in Illinois obtained from Planning, Research, and Evaluation, State Board of Education.

Source: Illinois Mathematics and Science Academy and State Board of Education *Illinois Teacher Salary Study*.

Table 11

UNIVERSITY CIVIL SERVICE PERSONNEL
WEIGHTED AVERAGE ANNUAL SALARIES

						Percent Increase	
	FY1985	FY1990	FY1993	FY1994	FY1995	FY1985 to FY1995	FY1990 to FY1995
Board of Governors							
Chicago State University	$16,732	$22,273	$23,954	$24,714	$24,848	48.5 %	11.6 %
Eastern Illinois University	14,659	20,116	22,566	23,763	24,389	66.4	21.2
Governors State University	17,236	22,737	24,762	25,417	25,511	48.0	12.2
Northeastern Illinois University	16,418	21,869	23,041	23,714	23,874	45.4	9.2
Western Illinois University	15,933	20,814	22,680	23,414	23,371	46.7	12.3
Cooperative Computer Center	20,482	28,606	30,940	31,781	30,519	49.0	6.7
Board of Regents							
Illinois State University	16,365	21,388	22,761	23,796	24,655	50.7	15.3
Northern Illinois University	16,493	21,356	22,867	23,876	24,799	50.4	16.1
Sangamon State University	16,098	19,517	20,537	22,894	22,704	41.0	16.3
Southern Illinois University							
Carbondale	16,996	21,957	23,851	24,365	25,118	47.8	14.4
Edwardsville	17,257	21,390	22,268	23,049	22,872	32.5	6.9
School of Medicine	15,501	20,040	21,904	22,694	23,874	54.0	19.1
University of Illinois							
Chicago	18,864	26,129	29,475	29,848	31,124	65.0	19.1
Urbana – Champaign	17,160	22,030	24,193	25,109	26,075	52.0	18.4
Public Universities Weighted Average	17,355	22,759	24,932	25,856	26,720	54.0	17.4
Illinois Community College Board	14,508	20,325	22,086	23,644	23,070	59.0	13.5
State Community College	14,639	20,009	No Report	24,556	No Report	—	—
Illinois Student Assistance Commission	15,267	21,699	23,445	24,437	24,827	62.6	14.4
State Universities Civil Service System	21,997	31,599	34,805	33,670	36,861	67.6	16.7
Illinois Board of Higher Education	15,948	21,227	23,727	24,460	24,859	55.9	17.1
Weighted Average	$17,319	$22,737	$24,900	$25,823	$26,678	54.0 %	17.3 %

Source: Northern Illinois University Personnel Office

Table 12

UNIVERSITY CIVIL SERVICE PERSONNEL
WEIGHTED AVERAGE ANNUAL SALARIES
ALL PERSONNEL BY CATEGORY

Occupational Category	FY1985	FY1990	FY1993	FY1994	FY1995	Percent Increase FY1985 to FY1995	Percent Increase FY1990 to FY1995
Administrative/Managerial/Professional	$21,131	$27,284	$29,137	$29,759	$30,677	45.2 %	12.4 %
Medical/Health Services	19,683	27,069	30,871	31,951	32,653	65.9	20.6
Technical	17,603	20,560	22,605	23,560	24,241	37.7	17.9
Clerical	12,787	16,683	18,281	18,946	19,588	53.2	17.4
Custodial/Maintenance/Services	15,199	19,710	20,670	21,643	22,262	46.5	12.9
Crafts/Trades/Construction	29,999	36,900	39,588	40,735	42,062	40.2	14.0

Source: Northern Illinois University Personnel Office

APPENDIX

DESCRIPTION OF SALARY DATA SOURCES, BOARD OF HIGHER EDUCATION SALARY COMPARISON GROUPS, AND METHODS FOR COMPARISONS

Faculty Salaries

Sources of Data. Faculty salary data used in this study were reported by the American Association of University Professors (AAUP) in "The Annual Report on the Economic Status of The Profession 1994-1995," *Academe*, March-April 1995.

The Association's efforts have made it possible to obtain faculty salary data in a more timely fashion than other sources of such information. However, not all institutions are included in AAUP's year-to-year efforts. Missing data generally involve small nonpublic institutions and public community colleges. Because data for many Illinois community colleges have not been consistently included in the AAUP reports over the years, salary data for these faculty were obtained from the Illinois Community College Board.

Salary data for some ranks of faculty may be excluded by the AAUP even though an institution's other data are included in the AAUP report. This occurs because AAUP does not publish salary data for ranks in which fewer than six faculty members are reported. This measure is intended to protect the confidentiality of individual salary information. Because relatively small numbers of faculty are excluded for this reason, this adjustment is not likely to have a significant effect on the conclusions of the Board of Higher Education's report.

Although the AAUP reports data for both salaries and total compensation, the data presented in this report are limited to salaries. Total compensation includes such fringe benefits as employer contributions to the federal social security system, employee and dependent health insurance, employee life insurance, and employee disability plans. Fringe benefits are excluded from the Board's report because of substantial differences among the fringe benefits provided by institutions. Valid comparisons among fringe benefits are difficult for at least three reasons.

First, large increases in employer contributions to the federal social security system have caused substantial growth in the cost of fringe benefits for universities that participate in this system. These increases are reflected in higher compensation statistics, yet they produce no real increase in immediate employee benefits. Net compensation is actually reduced by higher employee tax contributions to the social security system. Many public institution faculty and staff in Illinois do not participate in the social security system.

A second factor that reduces the usefulness of comparisons among fringe benefits is that the "normal cost" of the State of Illinois' contribution to the State Universities Retirement System determined by the System's actuary has been used to establish the value of the retirement benefits provided to public institution faculty in Illinois. In 1983, this statistic was reduced from 12.66 percent of earnings to 8.62 percent of earnings because of new actuarial procedures. No reduction in benefits occurred, however. For fiscal year 1995, the actuarial value of the state's contribution to SURS was 9.640 percent of earnings.

Finally, it is difficult to compare the value of many insurance benefits provided by institutions. This is particularly true of hospitalization and dental insurance coverage where a number of variables influence cost and coverage.

Comparisons of Faculty Salaries. Faculty salary data for six fiscal years (1980, 1985, 1990, 1993, 1994, and 1995) are examined in this Board of Higher Education report. For each of these years, salary data for Illinois public universities and nonpublic colleges and universities are compared with similar institutions nationwide. The basis for determining groups of similar institutions--labeled comparison groups--is described in a Board report, *College and University Comparison Groups* (November 5, 1985). A list of the comparison groups containing Illinois colleges and universities that are used in the report is provided at the end of this Appendix.

The comparison groups involve a total nationwide population of 1,534 colleges and universities. This total includes 273 doctoral granting institutions, 561 master's granting institutions, and 700 bachelor's granting institutions. These institutions were divided into 41 groups of institutions based upon a large number of variables that are described in the Board of Higher Education's 1985 report. Of the 41 comparison groups, 18 contain at least one Illinois institution.

Within each comparison group, the median (midpoint) salary is determined for each faculty rank. A "weighted" median salary is then calculated using the fiscal year 1995 faculty mix for each Illinois institution. This figure is used as the point of comparison with the weighted average salary for each Illinois institution in the group. Illinois salaries are expressed as a percentage of the median salary of the group.

Weighted average faculty salaries for private colleges and universities are calculated using the institutions that reported data in every year. In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois private institutions.

Augustana College
Aurora University
Bradley University
Concordia University
DePaul University
Elmhurst College
Eureka College
Garrett-Evangelical Theological Seminary
Illinois Benedictine College
Illinois College
Illinois Institute of Technology
Illinois Wesleyan University
Judson College
Knox College
Lake Forest College
Lewis University
Lincoln College
Loyola University of Chicago
Lutheran School of Theology at Chicago
MacMurray College
McKendree College
Millikin University
Monmouth College
North Central College
Northwestern University
Olivet Nazarene University
Parks College of St. Louis University
Principia College
Quincy University
Rockford College
Roosevelt University
Rosary College
Saint Xavier University
Trinity Christian College
Trinity International University-Trinity College
Trinity International University-Trinity Evangelical Divinity School
The University of Chicago
Wheaton College

The mix of faculty in each rank in fiscal year 1995 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institution's fiscal year 1995 mix is used for computing the comparison group's median salary in order to control for differences in faculty mix among institutions.

No comparison groups similar to those used for public universities and nonpublic institutions are available for Illinois community colleges. In the absence of such groups, the weighted average salary of all Illinois community colleges combined has been compared with the average salary in selected states that have large community college systems or neighbor Illinois. The Illinois average

is compared with the median salary for the group of states and expressed as a percentage of the median.

Faculty salary data for community colleges in other states were obtained from the AAUP report, but the reporting of salary data over time for these community colleges has not been consistent. Comparisons of these faculty salary data with salary data for Illinois community colleges obtained from the Illinois Community College Board should be used with caution.

Illinois Mathematics and Science Academy

Faculty salary data used in this study were reported by the Illinois Mathematics and Science Academy and the Illinois State Board of Education (ISBE) Office of Planning, Research and Evaluation in *Illinois Teacher Salary Study*, 1988-89, 1989-90, 1992-93, and 1993-94. The 1994-95 study was not available as of the writing of this report, but preliminary data was obtained from the ISBE. The ISBE obtains data from the teacher service record form completed annually by school district superintendents and submitted to the ISBE. All data reported are salaries for full-time classroom teachers and include salary increments resulting from an additional year of teaching experience for most teachers, additional educational attainment for some teachers, and additional pay for extra duties and extended work time if not included in the teacher's employment contract. Salaries for part-time teachers, teacher aides, and other nonteaching personnel are not included.

Civil Service Salaries

University civil service salaries are collected annually from public universities and higher education agencies by the personnel office at Northern Illinois University. Data are collected for the number of employees in each position and the average salary for that position.

The staff of the Board of Higher Education grouped the various civil service position classifications as designated by the University Civil Service Merit Board into six occupational categories.

Board of Higher Education 1985 Comparison Groups

The following pages list all of the institutions in the Board of Higher Education comparison groups. Institutions located in Alaska and Hawaii were excluded from group median calculations.

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS

Number of Institutions	Institution	State	Control
	University of Southern California	CA	Private
	University of California-San Diego	CA	Public
	University of California-Los Angeles	CA	Public
	University of California-Berkeley	CA	Public
	Yale University	CT	Private
	University of Chicago	IL	**Private**
	Northwestern University	IL	**Private**
	University of Illinois at Urbana-Champaign	IL	**Public**
	Johns Hopkins University	MD	Private
	University of Michigan-Ann Arbor	MI	Public
	Washington University	MO	Private
	Duke University	NC	Private
	University of North Carolina at Chapel Hill	NC	Public
	University of Rochester	NY	Private
	New York University	NY	Private
	Columbia University Main Division	NY	Private
	University of Pennsylvania	PA	Private
	Brown University	RI	Private
	University of Texas at Austin	TX	Public
	University of Washington	WA	Public
	University of Wisconsin-Madison	WI	Public
21			
	Georgia Institute of Technology-Main Campus	GA	Public
	Illinois Institute of Technology	IL	**Private**
	University of Missouri-Rolla	MO	Public
	Stevens Institute of Technology	NJ	Private
	Clarkson College of Technology	NY	Private
	Rensselaer Polytechnic Institute	NY	Private
	Polytechnic Institute of New York	NY	Private
	Drexel University	PA	Private
8			
	University of Alabama in Birmingham	AL	Public
	Northern Arizona University	AZ	Public
	University of California-Santa Cruz	CA	Public
	University of Northern Colorado	CO	Public
	University of South Florida	FL	Public
	Florida Atlantic University	FL	Public
	Georgia State University	GA	Public
	Illinois State University	IL	**Public**
	Ball State University	IN	Public
	Indiana-Purdue University-Indianapolis	IN	Public
	Indiana State University Main Campus	IN	Public
	University of Louisville	KY	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	University of New Orleans	LA	Public
	Western Michigan University	MI	Public
	University of Missouri-Kansas City	MO	Public
	University of Southern Mississippi	MS	Public
	University of North Carolina at Greensboro	NC	Public
	Rutgers University Camden Campus	NJ	Public
	State University of New York at Albany	NY	Public
	Cleveland State University	OH	Public
	Ohio University Main Campus	OH	Public
	University of Toledo	OH	Public
	University of South Dakota Main Campus	SD	Public
	Memphis State University	TN	Public
	North Texas State University	TX	Public
	East Texas State University	TX	Public
	University of Houston Central Campus	TX	Public
	Texas Woman's University	TX	Public
	University of Texas at Dallas	TX	Public
	University of Wisconsin-Milwaukee	WI	Public
30			
	University of Arizona	AZ	Public
	Arizona State University	AZ	Public
	University of California-Davis	CA	Public
	University of California-Santa Barbara	CA	Public
	University of California-Irvine	CA	Public
	University of California-Riverside	CA	Public
	University of Delaware	DE	Public
	University of Florida	FL	Public
	Florida State University	FL	Public
	University of Georgia	GA	Public
	University of Hawaii at Manoa	HI	Public
	University of Illinois at Chicago	IL	Public
	University of Massachusetts Amherst Campus	MA	Public
	University of Maryland College Park Campus	MD	Public
	Michigan State University	MI	Public
	Wayne State University	MI	Public
	University of Oregon Main Campus	OR	Public
	Temple University	PA	Public
	University of Utah	UT	Public
	Virginia Commonwealth University	VA	Public
	Virginia Polytechnic Institute and State University	VA	Public
	University of Vermont and State Agriculture College	VT	Public
22			

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	University of Alabama	AL	Public
	Auburn University Main Campus	AL	Public
	University of Arkansas Main Campus	AR	Public
	Colorado State University	CO	Public
	Iowa State University Science and Technology	IA	Public
	University of Idaho	ID	Public
	Southern Illinois University at Carbondale	IL	**Public**
	Northern Illinois University	IL	**Public**
	Kansas State University of Agriculture and Applied Science	KS	Public
	University of Kentucky	KY	Public
	Louisiana State University and Agriculture and Mechanical College	LA	Public
	University of Maine at Orono	ME	Public
	University of Missouri-Columbia	MO	Public
	University of Mississippi Main Campus	MS	Public
	Mississippi State University	MS	Public
	University of Montana	MT	Public
	Montana State University	MT	Public
	North Carolina State University-Raleigh	NC	Public
	University of North Dakota Main Campus	ND	Public
	North Dakota State University Main Campus	ND	Public
	University of Nebraska-Lincoln	NE	Public
	University of New Hampshire	NH	Public
	Rutgers University Newark Campus	NJ	Public
	New Mexico State University Main Campus	NM	Public
	University of New Mexico Main Campus	NM	Public
	University of Nevada Reno	NV	Public
	State University of New York at Binghamton	NY	Public
	Bowling Green State University Main Campus	OH	Public
	Kent State University Main Campus	OH	Public
	University of Akron Main Campus	OH	Public
	Miami University Oxford Campus	OH	Public
	Oklahoma State University Main Campus	OK	Public
	University of Oklahoma Norman Campus	OK	Public
	Oregon State University	OR	Public
	University of Rhode Island	RI	Public
	University of South Carolina at Columbia	SC	Public
	Clemson University	SC	Public
	University of Tennessee Knoxville	TN	Public
	Texas Technical University	TX	Public
	Texas A&M University Main Campus	TX	Public
	Utah State University	UT	Public
	College of William and Mary	VA	Public
	Washington State University	WA	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	University of West Virginia	WV	Public
	University of Wyoming	WY	Public
45			
	Loma Linda University	CA	Private
	University of Denver	CO	Private
	American University	DC	Private
	Georgetown University	DC	Private
	George Washington University	DC	Private
	Catholic University of America	DC	Private
	University of Miami	FL	Private
	Emory University	GA	Private
	Loyola University of Chicago	IL	**Private**
	Tulane University of Louisiana	LA	Private
	Boston University	MA	Private
	Boston College	MA	Private
	Saint Louis University Main Campus	MO	Private
	Wake Forest University	NC	Private
	Creighton University	NE	Private
	Yeshiva University	NY	Private
	Case Western Reserve University	OH	Private
	Vanderbilt University	TN	Private
18			
	Troy State University Main Campus	AL	Public
	California Polytechnic State University-San Luis Obispo	CA	Public
	California State Polytechnic University-Pomona	CA	Public
	California State University-Chico	CA	Public
	California State University-Dominguez Hills	CA	Public
	California State University-Fresno	CA	Public
	California State University-Hayward	CA	Public
	Central Connecticut State College	CT	Public
	Southern Connecticut State College	CT	Public
	University of Central Florida	FL	Public
	Florida International University	FL	Public
	Drake University	IA	Private
	University of Northern Iowa	IA	Public
	DePaul University	IL	**Private**
	Eastern Illinois University	IL	**Public**
	Southern Illinois University at Edwardsville	IL	**Public**
	Western Illinois University	IL	**Public**
	Wichita State University	KS	Public
	Eastern Kentucky University	KY	Public
	Western Kentucky University	KY	Public
	Louisiana Technical University	LA	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	University of Southwestern Louisiana	LA	Public
	Towson State University	MD	Public
	Oakland University	MI	Public
	Mankato State University	MN	Public
	Saint Cloud State University	MN	Public
	Central Missouri State University	MO	Public
	University of Missouri-Saint Louis	MO	Public
	Southwest Missouri State University	MO	Public
	Appalachian State University	NC	Public
	East Carolina University	NC	Public
	University of North Carolina at Charlotte	NC	Public
	University of Nebraska at Omaha	NE	Public
	Farleigh Dickinson University Teaneck Campus	NJ	Private
	Montclair State College	NJ	Public
	Seton Hall University	NJ	Private
	University of Nevada Las Vegas	NV	Public
	City of New York Bernard Baruch College	NY	Public
	City of New York Brooklyn College	NY	Public
	City of New York City College	NY	Public
	City of New York Hunter College	NY	Public
	City of New York Queens College	NY	Public
	Long Island University C.W. Post Center	NY	Private
	Rochester Institute of Technology	NY	Private
	State of New York College at Buffalo	NY	Public
	University of Dayton	OH	Private
	Wright State University Main Campus	OH	Public
	Youngstown State University	OH	Public
	Central State University	OK	Public
	Portland State University	OR	Public
	Duquesne University	PA	Private
	Indiana University of Pennsylvania	PA	Public
	Villanova University	PA	Private
	International American University Metro Campus	PR	Private
	Middle Tennessee State University	TN	Public
	Lamar University	TX	Public
	Stephen F. Austin State University	TX	Public
	Southwest Texas State University	TX	Public
	University of Texas at El Paso	TX	Public
	University of Texas San Antonio	TX	Public
	George Mason University	VA	Public
	James Madison University	VA	Public
	Old Dominion University	VA	Public
	Western Washington University	WA	Public
	University of Wisconsin Eau Claire	WI	Public
	University of Wisconsin Oshkosh	WI	Public
	Marshall University	WV	Public
67			

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Alabama A&M University	AL	Public
	University of Alabama in Huntsville	AL	Public
	Jacksonville State University	AL	Public
	University of South Alabama	AL	Public
	Tuskegee Institute	AL	Private
	University of Arkansas at Little Rock	AR	Public
	Arkansas State University Main Campus	AR	Public
	University of Central Arkansas	AR	Public
	Humboldt State University	CA	Public
	University of District of Columbia	DC	Public
	Florida Agricultural & Mechanical University	FL	Public
	University of West Florida	FL	Public
	Georgia Southern College	GA	Public
	West Georgia College	GA	Public
	Boise State University	ID	Public
	Idaho State University	ID	Public
	Chicago State University	IL	Public
	Northeastern Illinois University	IL	Public
	University of Evansville	IN	Private
	Indiana-Purdue University Fort Wayne	IN	Public
	Emporia State University	KS	Public
	Fort Hays State University	KS	Public
	Pittsburg State University	KS	Public
	Morehead State University	KY	Public
	Murray State University	KY	Public
	McNeese State University	LA	Public
	Northeast Louisiana University	LA	Public
	Northwestern State University of Louisiana	LA	Public
	Southern University A&M Main Campus	LA	Public
	Southeastern Louisiana University	LA	Public
	Bridgewater State College	MA	Public
	University of Lowell	MA	Public
	Salem State College	MA	Public
	University of Southern Maine	ME	Public
	Northern Michigan University	MI	Public
	University of Minnesota Duluth	MN	Public
	Moorhead State University	MN	Public
	Northeast Missouri State University	MO	Public
	Southeast Missouri State University	MO	Public
	Jackson State University	MS	Public
	North Carolina Agricultural and Technical State University	NC	Public
	North Carolina Central University	NC	Public
	Western Carolina University	NC	Public
	Kearney State College	NE	Public
	Glassboro State College	NJ	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Jersey City State College	NJ	Public
	Kean College of New Jersey	NJ	Public
	Trenton State College	NJ	Public
	William Paterson College	NJ	Public
	Eastern New Mexico University Main Campus	NM	Public
	City University of New York College of Staten Island	NY	Public
	City University of New York Herbert Lehman College	NY	Public
	State University of New York College at Brockport	NY	Public
	State University of New York College at Cortland	NY	Public
	State University of New York College at New Paltz	NY	Public
	State University of New York College at Oswego	NY	Public
	State University of New York College at Plattsburgh	NY	Public
	Bloomsburg State University	PA	Public
	California State University	PA	Public
	Clarion University Main Campus	PA	Public
	Edinboro University	PA	Public
	Kutztown University	PA	Public
	Millersville University	PA	Public
	Shippensburg University	PA	Public
	Slippery Rock University	PA	Public
	West Chester University	PA	Public
	Catholic University Puerto Rico	PR	Private
	International American San German Campus	PR	Private
	Rhode Island College	RI	Public
	Winthrop College	SC	Public
	South Dakota State University	SD	Public
	East Tennessee State University	TN	Public
	University of Tennessee at Chattanooga	TN	Public
	Tennessee State University	TN	Public
	Tennessee Technological University	TN	Public
	Abilene Christian University	TN	Public
	Angelo State University	TX	Private
	Pan American University	TX	Public
	Sam Houston State University	TX	Public
	Texas A&I University	TX	Public
	Texas Southern University	TX	Public
	West Texas State University	TX	Public
	Weber State College	UT	Public
	Norfolk State University	VA	Public
	Radford University	VA	Public
	Virginia State University	VA	Public
	Central Washington University	WA	Public
	Eastern Washington University	WA	Public
	University of Wisconsin La Crosse	WI	Public
	University of Wisconsin River Falls	WI	Public
	University of Wisconsin Stevens Point	WI	Public
	University of Wisconsin Stout	WI	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	University of Wisconsin Superior	WI	Public
	University of Wisconsin Whitewater	WI	Public
94			
	Alabama State University	AL	Public
	Livingston University	AL	Public
	University of Montevallo	AL	Public
	University of North Alabama	AL	Public
	Arkansas Technical University	AR	Public
	Henderson State University	AR	Public
	Ouachita Baptist University	AR	Private
	Southern Arkansas University Main Campus	AR	Public
	Adams State College	CO	Public
	Western State College Colorado	CO	Public
	Eastern Connecticut State College	CT	Public
	Armstrong State College	GA	Public
	Augusta College	GA	Public
	Columbus College	GA	Public
	Fort Valley State College	GA	Public
	Georgia Southwestern College	GA	Public
	Georgia College	GA	Public
	North Georgia College	GA	Public
	Valdosta State College	GA	Public
	University of Guam	GU	Public
	Concordia University	IL	Private
	Indiana University Southeast	IN	Public
	Purdue University Calumet	IN	Public
	Washburn University of Topeka	KS	Public
	Northern Kentucky University	KY	Public
	Grambling State University	LA	Public
	Louisiana State University Shreveport	LA	Public
	Nicholls State University	LA	Public
	Fitchburg State College	MA	Public
	Worcester State College	MA	Public
	Coppin State College	MD	Public
	Salisbury State College	MD	Public
	Saginaw Valley State College	MI	Public
	Bemidji State University	MN	Public
	Winona State University	MN	Public
	Lincoln University	MO	Public
	Northwest Missouri State University	MO	Public
	Alcorn State University	MS	Public
	Delta State University	MS	Public
	Mississippi Valley State University	MS	Public
	Eastern Montana College	MT	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Northern Montana College	MT	Public
	Western Montana College	MT	Public
	Gardner-Webb College	NC	Private
	University of North Carolina at Wilmington	NC	Public
	Pembroke State University	NC	Public
	Minot State College	ND	Public
	Chadron State College	NE	Public
	Wayne State College	NE	Public
	University of New Hampshire Keene State College	NH	Public
	University of New Hampshire Plymouth State College	NH	Public
	East Central Oklahoma State University	OK	Public
	Northeastern Oklahoma State University	OK	Public
	Northwestern Oklahoma State University	OK	Public
	Southeastern Oklahoma State University	OK	Public
	Southwestern Oklahoma State University	OK	Public
	Southern Oregon State College	OR	Public
	Western Oregon State College	OR	Public
	East Stroudsberg University	PA	Public
	Francis Marion College	SC	Public
	South Carolina State College	SC	Public
	Northern State College	SD	Public
	Austin Peay State University	TN	Public
	University of Tennessee at Martin	TN	Public
	Midwestern State University	TX	Public
	Prairie View A&M University	TX	Public
	Sul Ross State University	TX	Public
	Tarleton State University	TX	Public
	University of Texas at Tyler	TX	Public
	Longwood College	VA	Public
	Castleton State College	VT	Public
	Johnson State College	VT	Public
	University of Wisconsin Platteville	WI	Public
73			
	Azusa Pacific University	CA	Private
	California Lutheran College	CA	Private
	Chapman College	CA	Private
	Loyola Marymount University	CA	Private
	New College of California	CA	Private
	University of San Diego	CA	Private
	University of Santa Clara	CA	Private
	University of La Verne	CA	Private
	University of Colorado at Denver	CO	Public
	University of Bridgeport	CT	Private
	Barry University	FL	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Governors State University	**IL**	**Public**
	National-Louis University	**IL**	**Private**
	Roosevelt University	**IL**	**Private**
	Rosary College	**IL**	**Private**
	Sangamon State University	**IL**	**Public**
	Saint Francis College	IN	Private
	Hellenic College-Holy Cross Greek Orthodox School of Theology	MA	Private
	Lesley College	MA	Private
	Simmons College	MA	Private
	Suffolk University	MA	Private
	Loyola College	MD	Private
	College of Saint Thomas	MN	Private
	Rivier College	NH	Private
	Fairleigh Dickinson University Rutherford	NJ	Private
	Long Island University Brooklyn Center	NY	Private
	Pace University New York	NY	Private
	Antioch University	OH	Private
	Ashland College	OH	Private
	Xavier University	OH	Private
	Oklahoma City University	OK	Private
	Lewis and Clark College	OR	Private
	Beaver College	PA	Private
	Pennsylvania State University--Harrisburg	PA	Public
	University of Dallas	TX	Private
	University of Houston Clear Lake City	TX	Public
	Our Lady of Lake University of San Antonio	TX	Private
	Saint Mary's University San Antonio	TX	Private
	Gonzaga University	WA	Private
40			
	College of Notre Dame	CA	Private
	University of Redlands	CA	Private
	Saint Mary's College of California	CA	Private
	Woodbury University	CA	Private
	Regis College	CO	Private
	University of Hartford	CT	Private
	University of New Haven	CT	Private
	Quinnipiac College	CT	Private
	Sacred Heart University	CT	Private
	Wilmington College	DE	Private
	Embry-Riddle Aeronautical University	FL	Private
	Rollins College	FL	Private
	Mercer University in Atlanta	GA	Private
	Chaminade University of Honolulu	HI	Private
	Saint Ambrose College	IA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Aurora College	IL	**Private**
	Illinois Benedictine College	IL	**Private**
	Lewis University	IL	**Private**
	Indiana Central University	IN	Private
	Bellarmine College	KY	Private
	Bentley College	MA	Private
	Nichols College	MA	Private
	University of Maryland University College	MD	Public
	Mount Saint Mary's College	MD	Private
	Husson College	ME	Private
	Aquinas College	MI	Private
	University of Michigan-Dearborn	MI	Public
	The Lindenwood Colleges	MO	Private
	Rockhurst College	MO	Private
	Queens College	NC	Private
	New Hampshire College	NH	Private
	Fairleigh Dickinson University	NJ	Private
	Monmouth College	NJ	Private
	Rider College	NJ	Private
	Canisius College	NY	Private
	Iona College	NY	Private
	Manhattan College	NY	Private
	Marist College	NY	Private
	New York Institute of Technology Main Campus	NY	Private
	Pace University Pleasantville-Briarcliff Campus	NY	Private
	State University of New York Maritime College	NY	Public
	Baldwin-Wallace College	OH	Private
	Capital University	OH	Private
	University of Steubenville	OH	Private
	University of Portland	OR	Private
	LaSalle College	PA	Private
	Philadelphia College of Textiles and Science	PA	Private
	Robert Morris College	PA	Private
	Saint Francis College	PA	Private
	Saint Joseph's University	PA	Private
	Widener College of Widener University	PA	Private
	York College of Pennsylvania	PA	Private
	International Institute World University	PR	Private
	Bryant College	RI	Private
	Houston Baptist University	TX	Private
	Saint Edward's University	TX	Private
	University of Saint Thomas	TX	Private
	Marymount College of Virginia	VA	Private
	University of Puget Sound	WA	Private
	University of Wisconsin Parkside	WI	Public
60			

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	University of Alaska Anchorage Campus	AK	Public
	Harding University Main Campus	AR	Private
	California State College-Bakersfield	CA	Public
	California State College-Stanislaus	CA	Public
	Sonoma State University	CA	Public
	Western Connecticut State College	CT	Public
	Biscayne College	FL	Private
	Jacksonville University	FL	Private
	Bradley University	IL	**Private**
	Valparaiso University	IN	Private
	Framingham State College	MA	Public
	Springfield College	MA	Private
	Southeastern Massachusetts University	MA	Public
	Westfield State College	MA	Public
	Frostburg State College	MD	Public
	Morgan State University	MD	Public
	Calvin College	MI	Private
	Ferris State College	MI	Public
	Grand Valley State College	MI	Public
	Saint Mary's College	MN	Private
	Mississippi University for Women	MS	Public
	Saint Peter's College	NJ	Private
	Elmira College	NY	Private
	Ithaca College	NY	Private
	Nazareth College of Rochester	NY	Private
	College of New Rochelle	NY	Private
	Niagara University	NY	Private
	Saint Bonaventure University	NY	Private
	State University of New York College at Fredonia	NY	Public
	State University of New York College at Geneseo	NY	Public
	State University of New York College at Oneonta	NY	Public
	State University of New York College at Potsdam	NY	Public
	Wagner College	NY	Private
	Gannon University	PA	Private
	Mansfield State College	PA	Public
	University of Scranton	PA	Private
	Wilkes College	PA	Private
	College of Charleston	SC	Public
	Citadel Military College of South Carolina	SC	Public
	Hardin-Simmons University	TX	Private
	Hampton Institute	VA	Private
	Lynchburg College	VA	Private
	Seattle Pacific University	WA	Private

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BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Dominican College of San Rafael	CA	Private
	Holy Names College	CA	Private
	Whittier College	CA	Private
	Colorado College	CO	Private
	Fairfield University	CT	Private
	Trinity College	DC	Private
	Stetson University	FL	Private
	Mercer University Maine Campus	GA	Private
	Maharishi International University	IA	Private
	North Park College and Theological Seminary	IL	Private
	Loyola University in New Orleans	LA	Private
	Assumption College	MA	Private
	Emerson College	MA	Private
	Emmanuel College	MA	Private
	University of Massachusetts Boston Campus	MA	Public
	Regis College	MA	Private
	Hood College	MD	Private
	University of Maryland Baltimore County Campus	MD	Public
	Washington College	MD	Private
	Western Maryland College	MD	Private
	University of New England	ME	Private
	Hamline University	MN	Private
	Saint John's University	MN	Private
	Saint John's College	NM	Private
	Alfred University	NY	Private
	City University of New York John Jay College of Criminal Justice	NY	Private
	Nyack College	NY	Private
	Pratt Institute	NY	Private
	Russell Sage College Main Campus	NY	Private
	Sarah Lawrence College	NY	Private
	Union College	NY	Private
	John Carroll University	OH	Private
	Oral Roberts University	OK	Private
	Pacific University	OR	Private
	Willamette University	OR	Private
	Lincoln University	PA	Public
	Providence College	RI	Private
	Furman University	SC	Private
	Fisk University	TN	Private
	Trinity University	TX	Private
	University of Richmond	VA	Private
	Washington and Lee University	VA	Private
	Saint Michael's College	VT	Private
	Heritage College	WA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Pacific Lutheran University	WA	Private
	Whitworth College	WA	Private
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	Mills College	CA	Private
	Occidental College	CA	Private
	Connecticut College	CT	Private
	Trinity College	CT	Private
	Wesleyan University	CT	Private
	Wheaton College	IL	**Private**
	DePauw University	IN	Private
	Smith College	MA	Private
	Williams College	MA	Private
	Goucher College	MD	Private
	Colgate University	NY	Private
	Manhattanville College	NY	Private
	Saint Lawrence University	NY	Private
	Bucknell University	PA	Private
	University of the South	TN	Private
	Hollins College	VA	Private
	Middlebury College	VT	Private
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	Mount Saint Mary's College	CA	Private
	Point Loma College	CA	Private
	University of Tampa	FL	Private
	Berry College	GA	Private
	Brenau College	GA	Private
	La Grange College	GA	Private
	Clarke College	IA	Private
	Loras College	IA	Private
	Marycrest College	IA	Private
	Morningside College	IA	Private
	College of Idaho	ID	Private
	Rockford College	IL	**Private**
	Saint Xavier College	IL	**Private**
	Anderson College	IN	Private
	Huntington College	IN	Private
	Georgetown College	KY	Private
	Kentucky State University	KY	Public
	Centenary College of Louisiana	LA	Private
	Xavier University of Louisiana	LA	Private
	North Adams State College	MA	Public
	Marygrove College	MI	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Siena Heights College	MI	Private
	Avila College	MO	Private
	Fontbonne College	MO	Private
	Lenoir-Rhyne College	NC	Private
	Notre Dame College	NH	Private
	Upsala College	NJ	Private
	Dowling College	NY	Private
	Long Island University Southampton Center	NY	Private
	State University of New York College of Technology at Utica-Rome	NY	Public
	College of Mount Saint Joseph	OH	Private
	Ohio Northern University	OH	Private
	Linfield College	OR	Private
	Cheyney State College	PA	Public
	Westminster College	PA	Private
	Salve Regina-Newport College	RI	Private
	Augustana College	SD	Private
	Tennessee Temple University	TN	Private
	Austin College	TX	Private
	Incarnate Word College	TX	Private
	Texas Wesleyan College	TX	Private
	Westminster College	UT	Private
	Eastern Mennonite College and Seminary	VA	Private
	Shenandoah College and Conservatory of Music	VA	Private
	Virginia Union University	VA	Private
	Carthage College	WI	Private
	University of Wisconsin Green Bay	WI	Public
47			
	Scripps College	CA	Private
	Pomona College	CA	Private
	Pitzer College	CA	Private
	Harvey Mudd College	CA	Private
	Claremont McKenna College	CA	Private
	Agnes Scott College	GA	Private
	Grinnell College	IA	Private
	Lake Forest College	IL	Private
	Knox College	IL	Private
	Earlham College	IN	Private
	Wabash College	IN	Private
	Wheaton College	MA	Private
	Wellesley College	MA	Private
	Mount Holyoke College	MA	Private
	College of the Holy Cross	MA	Private
	Amherst College	MA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Colby College	ME	Private
	Bowdoin College	ME	Private
	Bates College	ME	Private
	Kalamazoo College	MI	Private
	Saint Olaf College	MN	Private
	Macalester College	MN	Private
	Carleton College	MN	Private
	Davidson College	NC	Private
	Wells College	NY	Private
	Vassar College	NY	Private
	Skidmore College	NY	Private
	Hobart-William Smith Colleges	NY	Private
	Hamilton College	NY	Private
	Barnard College	NY	Private
	Bard College	NY	Private
	Oberlin College	OH	Private
	Kenyon College	OH	Private
	Denison University	OH	Private
	College of Wooster	OH	Private
	Reed College	OR	Private
	Dickinson College	PA	Private
	Lafayette College	PA	Private
	Haverford College	PA	Private
	Franklin and Marshall College	PA	Private
	Wilson College	PA	Private
	Washington and Jefferson College	PA	Private
	Swarthmore College	PA	Private
	Southwestern at Memphis	TN	Private
	Sweet Briar College	VA	Private
	Hampden-Sydney College	VA	Private
	Marlboro College	VT	Private
	Bennington College	VT	Private
	Whitman College	WA	Private
	Beloit College	WI	Private
	Lawrence University	WI	Private
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	Spring Hill College	AL	Private
	Judson College	AL	Private
	Huntingdon College	AL	Private
	Birmingham Southern College	AL	Private
	Hendrix College	AR	Private
	Arkansas College	AR	Private
	Westmont College	CA	Private
	Southern California College	CA	Private
	Pacific Union College	CA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Albertus Magnus College	CT	Private
	Eckerd College	FL	Private
	Spelman College	GA	Private
	Oglethorpe University	GA	Private
	Wesleyan College	GA	Private
	Iowa Wesleyan College	IA	Private
	Luther College	IA	Private
	University of Dubuque	IA	Private
	Simpson College	IA	Private
	Northwestern College	IA	Private
	Graceland College	IA	Private
	Cornell College	IA	Private
	Coe College	IA	Private
	Central University of Iowa	IA	Private
	William Penn College	IA	Private
	Westmar College	IA	Private
	Wartburg College	IA	Private
	Blackburn College	IL	Private
	Barat College	IL	Private
	Illinois Wesleyan University	IL	Private
	Illinois College	IL	Private
	Greenville College	IL	Private
	Principia College	IL	Private
	MacMurray College	IL	Private
	North Central College	IL	Private
	Monmouth College	IL	Private
	Franklin College of Indiana	IN	Private
	Taylor University	IN	Private
	Saint Mary's College	IN	Private
	Hanover College	IN	Private
	Goshen College	IN	Private
	Bethel College	KS	Private
	Baker University	KS	Private
	Southwestern College	KS	Private
	McPherson College	KS	Private
	Kansas Wesleyan	KS	Private
	Benedictine College	KS	Private
	Transylvania University	KY	Private
	Centre College of Kentucky	KY	Private
	Berea College	KY	Private
	Asbury College	KY	Private
	Gordon College	MA	Private
	Atlantic Union College	MA	Private
	College of Notre Dame of Maryland	MD	Private
	Nasson College	ME	Private
	Hillsdale College	MI	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Concordia College	MI	Private
	Alma College	MI	Private
	Albion College	MI	Private
	Adrian College	MI	Private
	Spring Arbor College	MI	Private
	Olivet College	MI	Private
	Augsburg College	MN	Private
	Central Methodist College	MO	Private
	William Woods College	MO	Private
	William Jewell College	MO	Private
	Westminster College	MO	Private
	Stephens College	MO	Private
	Missouri Valley College	MO	Private
	Tougaloo College	MS	Private
	Millsaps College	MS	Private
	Rocky Mountain College	MT	Private
	Guilford College	NC	Private
	Warren Wilson College	NC	Private
	Saint Andrews Presbyterian College	NC	Private
	Salem College	NC	Private
	Pfeiffer College	NC	Private
	Dana College	NE	Private
	Nebraska Wesleyan University	NE	Private
	Hastings College	NE	Private
	Doane College	NE	Private
	New England College	NE	Private
	College of Mount Saint Vincent	NY	Private
	Hartwick College	NY	Private
	Houghton College	NY	Private
	King's College	NY	Private
	Keuka College	NY	Private
	Marymount College	NY	Private
	Bluffton College	OH	Private
	Defiance College	OH	Private
	Ohio Dominican College	OH	Private
	Hiram College	OH	Private
	Heidelberg College	OH	Private
	Muskingum College	OH	Private
	Mount Union College	OH	Private
	Marietta College	OH	Private
	Malone College	OH	Private
	Otterbein College	OH	Private
	Wilberforce University	OH	Private
	George Fox College	OR	Private
	Allegheny College	PA	Private
	Eastern College	PA	Private
	Chestnut Hill College	PA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Chatham College	PA	Private
	Cedar Crest College	PA	Private
	Cabrini College	PA	Private
	Gettysburg College	PA	Private
	Geneva College	PA	Private
	Juniata College	PA	Private
	Immaculata College	PA	Private
	Lycoming College	PA	Private
	Lebanon Valley College	PA	Private
	Thiel College	PA	Private
	Susquehanna University	PA	Private
	Waynesburg College	PA	Private
	Ursinus College	PA	Private
	Seton Hill College	PA	Private
	Rosemont College	PA	Private
	Muhlenberg College	PA	Private
	Barrington College	RI	Private
	Coker College	SC	Private
	Wofford College	SC	Private
	Presbyterian College	SC	Private
	Newberry College	SC	Private
	Erskine College and Seminary	SC	Private
	Maryville College	TN	Private
	Lambuth College	TN	Private
	King College	TN	Private
	Covenant College	TN	Private
	Southwestern University	TX	Private
	Emory and Henry College	VA	Private
	Bridgewater College	VA	Private
	Virginia Wesleyan College	VA	Private
	Roanoke College	VA	Private
	Randolph-Macon Woman's College	VA	Private
	Randolph-Macon College	VA	Private
	Mary Baldwin College	VA	Private
	Norwich University Main Campus	VT	Private
	Walla Walla College	WA	Private
	Carroll College	WI	Private
	Northland College	WI	Private
	Ripon College	WI	Private
	Wheeling College	WV	Private
	Bethany College	WV	
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	Saint Leo College	FL	Private
	Florida Southern College	FL	Private
	Morehouse College	GA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Buena Vista College	IA	Private
	Millikin University	IL	**Private**
	Elmhurst College	IL	**Private**
	College of Saint Francis	IL	**Private**
	Augustana College	IL	**Private**
	Stonehill College	MA	Private
	Merrimack College	MA	Private
	Hope College	MI	Private
	Mercy College of Detroit	MI	Private
	Madonna College	MI	Private
	College of Saint Catherine	MN	Private
	College of Saint Benedict	MN	Private
	Concordia College at Moorhead	MN	Private
	Gustavus Adolphus College	MN	Private
	Bethel College	MN	Private
	Columbia College	MO	Private
	Park College	MO	Private
	Meredith College	NC	Private
	Saint Anselm College	NH	Private
	Franklin Pierce College	NH	Private
	Utica College of Syracuse University	NY	Private
	Le Moyne College	NY	Private
	Siena College	NY	Private
	Saint John Fisher College	NY	Private
	Saint Francis College	NY	Private
	Wittenberg University	OH	Private
	Ohio Wesleyan University	OH	Private
	King's College	PA	Private
	Elizabethtown College	PA	Private
	Grove City College	PA	Private
	Albright College	PA	Private
	Moravian College	PA	Private
	Point Park College	PA	Private
	University of Pittsburgh Johnstown Campus	PA	Public
	Roger Williams College Main Campus	RI	Private
	Baptist College at Chastain	SC	Private
	David Lipscomb College	TN	Private
	Liberty Baptist College	VA	Private
	Saint Norbert College	WI	Private
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	Miles College	AL	Private
	Stillman College	AL	Private
	Talladega College	AL	Private
	Alaska Pacific University	AK	Private
	John Brown University	AR	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Philander Smith College	AR	Private
	Bethany College	CA	Private
	California Baptist College	CA	Private
	West Coast Christian College	CA	Private
	Loretto Heights College	CO	Private
	Palm Beach Atlantic College	FL	Private
	Piedmont College	GA	Private
	Toccoa Falls College	GA	Private
	Eureka College	IL	Private
	Grace College	IN	Private
	Saint Joseph's College	IN	Private
	Saint Mary-Of-The-Woods College	IN	Private
	Mount St. Clare College	IA	Private
	Saint Mary College	KS	Private
	Saint Mary Plains College	KS	Private
	Sterling College	KS	Private
	Tabor College	KS	Private
	Campbellsville College	KY	Private
	Pikeville College	KY	Private
	University of Maine at Machias	ME	Public
	Columbia Union College	MD	Private
	College of Saint Teresa	MN	Private
	Northwestern College	MN	Private
	Saint Paul Bible College	MN	Private
	Belhaven College	MS	Private
	Blue Mountain College	MS	Private
	Rust College	MS	Private
	Culver-Stockton College	MO	Private
	School of the Ozarks	MO	Private
	Tarkio College	MO	Private
	Concordia Teachers College	NB	Private
	College of the Southwest	NM	Private
	Concordia College	NY	Private
	Barber-Scotia College	NC	Private
	Bennett College	NC	Private
	Greensboro College	NC	Private
	Livingstone College	NC	Private
	Saint Augustine's College	NC	Private
	Bartlesville Wesleyan College	OK	Private
	Concordia College	OR	Private
	Alliance College	PA	Private
	Antillian College	PR	Private
	Benedict College	SC	Private
	Claflin College	SC	Private
	Morris College	SC	Private
	Voorhees College	SC	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Dakota State University	SD	Public
	University of South Dakota at Springfield	SD	Public
	William Jennings Bryan College	TN	Private
	Knoxville College	TN	Private
	Lane College	TN	Private
	Lee College	TN	Private
	Milligan College	TN	Private
	Tusculum College	TN	Private
	Bishop College	TX	Private
	Huston-Tillotson College	TX	Private
	Jarvis Christian College	TX	Private
	Paul Quinn College	TX	Private
	Texas College	TX	Private
	Wiley College	TX	Private
	Green Mountain College	VT	Private
	Bluefield College	VA	Private
	Saint Paul's College	VA	Private
	Salem-Teikyo University	WV	Private
	Univesity of Charleston	WV	Private
	Silver Lake College	WI	Private
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